

Executive Committee Meeting Minutes – Monday, October 31, 2005

Chairman Dwyer called the meeting to order at 8:30 a.m. and led the committee in the Pledge of Allegiance.

Present: Chair James Dwyer, County Board Supervisors Patricia Haukohl, Walter Kolb, Dick Manke, William Mitchell, Duane Paulson, Duane Stamsta.

Staff Present: Legislative Policy Advisor Dave Krahn, Chief of Staff Lee Esler, Office Services Coordinator Windy Jicha.

Also Present: UW-Extension Director Marcia Jante, Supervisor Mareth Kipp, Director of Administration Norm Cummings, Community Educator Steve Chmielewski.

Discuss UW-Extension Grant Application for Saratoga Community Motherread/Fatheread Program

Chmielewski and Jante presented the grant application. Chmielewski found information on this program through the Wisconsin Humanities Counsel and thought it would work in the Hartl Fields neighborhood. Through research he found a model in St. Croix County he could pattern a program after. The program promotes family literacy, helps strengthen families and is highly acclaimed throughout the U.S.

Kolb said he is always told these programs are great but never sees statistics proving their success. Jante gave Kolb a handout with statistical information about the program.

Haukohl asked how will UW-Extension prove that this program is successful? Chmielewski said participants will take pre- and post tests, complete six-month and one-year evaluations and the children's grades will be monitored for improvement. Chmielewski said national results show participants' reading improves four grades after participating in the program, which is one of the fastest growing programs.

Chmielewski said he will run this program in the Pine Point Apartments. Esler asked where are the Pine Point Apartments? Chmielewski said they are located on North Grand Avenue between College and Newhall. Eighty percent of the tenants are single moms that receive Section 8 and/or 17 low-income housing. Eighty percent of the kids there are under five-years old.

Esler asked what is the likelihood of getting the grant? Jante said we did everything we could to get the grant. We applied for the grant because we think we have a good chance of getting it. St. Croix's program is also run in the jail. If this program works in the community, we'll look at running it in the jail.

Jante said UW-Extension's good relationship with the schools helps this program. We will work with the schools to find families appropriate for the program. Chmielewski has a block club at the apartments and will also seek families from there. The families know and trust Chmielewski and know they have to be accountable to him if they don't complete the program. Families are more apt to stick with a program when they are familiar and comfortable with the facilitators. They don't want to let the facilitators down. Parents see this as an opportunity to help their families.

Kolb said he talked to law enforcement officers and they like these types of programs because the programs reduce the need for police services in an area. These programs find troublemakers before problems get out of hand.

Correspondence

Dwyer distributed and reviewed the list of correspondence. He said Supervisors should request copies of the listed items from Jicha.

Approve Minutes of October 10, 2005

MOTION: Stamsta moved, Mitchell second, to approve the minutes of October 10, 2005 as amended.

Motion carried: 7-0.

Meeting Approvals

MOTION: Manke moved, Haukohl second, to approve attendance of the Executive Committee at the UW-Extension strategic planning programs on November 2, 9 and 16 at Blair Elementary School. Motion carried: 7-0.

Future Agenda Items

- Update from the new County Executive on courthouse security
- Controlling insurance and health care costs

Committee Reports by Committee Chairs for the Following Meetings:

October 11 and 18, 2005 – Personnel – Paulson said the Personnel Committee approved the extension of the grace period for the health care reimbursement account. Paulson and Esler gave a report on the findings of an RFP committee's investigation of deferred compensation programs.

Discuss and Consider Ordinance 160-O-075: Appropriate Additional Expenditure Authority for Employee Sick Leave Payouts to the 2005 Non-Departmental Budget

Cummings explained that three years ago enrolled resolution 158-11 designated a fund balance reserve for the purpose of funding sick leave payouts for employees with a minimum of 20 years of service. Upon retirement, qualifying employees are eligible to receive 65% of their sick hours (up to 960 accumulated hours) times their current salary to use toward VEBA. The current reserve totals \$600K. This ordinance appropriates \$320,000 of the designated reserves within the Non-Departmental budget to cover the costs of sick leave payouts made to retiring employees in larger departments above the normal costs covered by vacancy and turnover savings. Smaller departments of less than 30 employees have their vacation and sick leave payouts funded by the Non-Departmental budget. It is estimated that HHS will use approximately \$160,000 of the \$320,000 appropriation to partially fund an estimated \$175,000 in sick leave payouts associated with less than 20 retirements in 2005.

Cummings said it is anticipated that other large departments will be unable to fully cover retirement sick leave payout costs by normal vacancy and turnover cost avoidance due to the increasing number of retirements. Any remaining budget appropriations will be requested to be carried over to the 2006 budget since the exact timing of the potential retirements is unknown. Funds to cover these expenses have been budgeted in the 2006 Non-Departmental budget. Cummings believes the county will be able to phase down these costs in the near future. The good news is once these payments are made, the county has no other financial responsibility to retirees because life insurance is the only post retirement responsibility the county has.

Cummings said at one time Waukesha County wanted to make a change to offer short-term disability to employees but the cost was too high. A lot of other places pay out 100% of their sick pay. The county wanted to change from a cash payout system to a health insurance payout because taxes are not paid on those amounts. AFSCME didn't want benefits but cash. To qualify for these funds, you need to have 20 years of service with Waukesha County or retire at the regular age of retirement. If you leave the county before you retire, you won't receive this benefit. The county will continue to ratchet up vacancy and turnover rates. This benefit has reduced the amount of sick time used because people are more willing to use vacation time for doctor's appointments and save their sick time. Without a program like this, people on the verge of retirement use more sick time to get rid of it.

Esler said sick time is capped 960 hours and the payout is 65%, which can only be applied toward VEBA. Some governments have unlimited accrual of sick time. This program is very restrained. Esler asked why is this occurring this year? Is the HHS budget so tight they don't have the funds to cover this? Cummings said this started to show in the HHS budget last year. They have a very tight budget this year and the internal resources can't handle it.

MOTION: Manke moved, Haukohl second, to approve Ordinance 160-O-075. Motion carried: 7-0.

Committee Reports by Committee Chairs for the Following Meetings:

October 11, 12, 17, 19, 20 and 24, 2005 – Finance –

Haukohl reported that at the public hearing on October 11 several aldermen from Muskego appeared to speak about the HWY L capital project. The committee reviewed budgets on October 12. On October 17, the committee approved several ordinances and discussed an amendment to change protocols at the Dispatch Center to improve dispatch times. The committee approved ordinances and labor contracts on October 19. Haukohl said she was unable to attend the meeting on October 20 but the committee reviewed the Parks and Land Use budget. The committee reviewed budget amendments on October 24. At a future meeting, the committee will review the county's budget amendment process.

October 13 and 27, 2005 – Public Works – Manke said the committee reviewed the Public Works budget on October 13. On October 27, the committee considered bids for Waukesha County Mental Health Center, heard an update on capital projects and a report by Esler on the City of Waukesha Transit Meeting of October 13, 2005

October 14, 2005 – Judiciary and Law Enforcement – Mitchell reported that on October 14, the committee approved ordinances and the Sheriff's Department's 2006 budget.

October 18, 2005 – Land Use, Parks and Environment - Kolb said the committee approved the ordinance to adopt the Waukesha County Fair association contract at Waukesha County Exposition Center and heard an overview of the Retzer addition construction material recycling project.

WCA Report from Meetings of 10/28 & 10/29

Dwyer said the board of directors meeting was held in Mosinee. The board president, Keith Langenhahn, met with the steering committee chairs and asked them to sign a pledge to work hard on issues. Fond du Lac County Executive Allen Buechel reported on a Courts/Human Services proposal. Dwyer showed a series of charts and graphs to the committee illustrating how much the county pays toward courts versus the state's contribution. Reports were given from ITBECs. The group reviewed current legislative issues, papers by the legislative fiscal bureau and the 2005 conference referred resolutions. Kathy Nickolaus was scheduled to speak on the state voters' registration list but could not attend the meeting due to staffing issues in her office.

Motion to Adjourn

MOTION: Stamsta moved, Manke second, to adjourn the meeting at 10:42 a.m. Motion carried: 7-0.

Respectfully submitted,

Walter Kolb
Secretary